



STATE OF WASHINGTON

COMMISSION ON AFRICAN AMERICAN AFFAIRS

1210 Eastside St. SE • P.O. Box 40926 • Olympia, Washington 98504-0926 • (360) 753-0127

The Fiscal Years 1997-2003 the Commission on African American Affairs Strategic Plan

Introduction:

Transmitted herein are the 1997-2003 African American Commission's Biennial Budget Request Strategic Plan/Performance Measures. This document is intended to provide the Governor and State Legislature with our long-term comprehensive plan. This plan represents an integrated set of decisions and actions designed to ensure that the intended goals and objectives of the Washington State Commission on African American Affairs are met.

Agency Overview:

The **Commission on African American Affairs** was created by a Governor's Executive Order in 1989 and was established in statute in 1992. Mandated by the legislature, the Commission's functions are to improve public policy development for, and government services delivery to the African American community. The Commission was created as an effort to fulfill the duty of the state to improve the status of African Americans who for economic or social reasons finds them disadvantaged or isolated from the benefits of equal opportunity. The Commission has seven years of history as a key point of contact for advocacy in the state to meet the special needs of African Americans.

Mission:

It is the Mission of the Washington State Commission on African Americans to encourage the development and implementation of policies, programs and practices which are specifically intended to improve conditions affecting the cultural, social, economic, political, educational, health and general well-being of African American people at all levels throughout Washington State.

Authority:

The Commission's establishment and operation are authorized under ESHB 1631, signed by Governor Booth Gardner, April 1992. RCW Code 43.113

Vision:

The Washington State Commission on African American Affairs is a highly credible and respected entity that will make a decided difference in the lives of African American citizens in the State of Washington. Through a strategically planned course of action, the Washington State Commission on African American Affairs will achieve a uniquely independent status that will allow it to influence policies, programs and practices in the public and private sectors, in all areas of concern to African Americans.

The Washington State Commission on African American Affairs will be both very visible and have more than adequate human and financial resources from public and private sources to carry out its mission. The quality of life for this State's African Americans will improve tremendously as a result of the Commission's success and outstanding performance of its members and staff.



Core Values and Beliefs:

The Washington State Commission on African American Affairs values and believes that:

- we must be politically empowered at all levels of government local, state and national.
- we must have significant involvement in decisions and issues that impact African Americans.
- we must become self sufficient in order to build strong families and communities through a solid base of economic empowerment.
- we must strive to achieve economic prosperity through equal and fair access to jobs, housing, credit, and business ownership.
- we must have equal access to the best available education, Which adequately and truthfully represents African American culture and contributions.
- We must provide love, respect, guidance and understanding for all of our youth, not just those at risk.
- we must have equal access to knowledge and information, making the best use of available technological resources.
- we must have equal access to the best available health care to ensure the well-being of African American families, particularly our youth and the elderly.
- we must have equal and fair treatment throughout the justice systems.
- we must have equal access to all levels and sectors of services.
- we must effectively communicate through networking and information dissemination.
- we must communicate and celebrate our successes.
- we must take responsibility for our own cultural, ethical and spiritual growth.

We believe the aforementioned values and beliefs are of crucial importance and that time is of the essence.

Major Strategies:

The Washington State Commission on African American Affairs will accomplish its mission and vision by utilizing three major strategies:

Strategy #1

- *Research, develop and disseminate information* concerning the status of African American People throughout Washington.

Strategy #2

- *Advocate and influence policies* relative to the status of African American People in all sectors of the state community (public and private, statewide and local).

Strategy #3

- *Build and maintain alliances* with any and all commissions, advocacy groups, political action committees, civic groups, social agencies or other associations with whom it shares common goals.

The Washington State Commission on African American Affairs will focus attention and develop goals and objectives in each of the following areas, for the biennial beginning in 1997 and beyond.

- | | |
|---------------------------------|------------------------|
| • Education | • Communication |
| • Economics and Business | • Politics |
| • Law & Justice | • Family |
| • Health Care | |

7 GOALS AND 31 OBJECTIVES SUPPORTING ALL 3 MAJOR STRATEGIES:

Strategy #1

- *Research, develop and disseminate information...*

Strategy #2

- *Advocate and influence policies...*

Strategy #3

- *Build and maintain alliances...*

1. Education:

Goal

Monitor and report on the educational systems' impacts on African Americans in Washington State.

Objectives:

- 1a. To influence how school districts could best serve African American students in Washington State.
- 1b. To influence the direction of educational reform and restructuring in Washington State.
- 1c. To direct public policy and resources to encourage and increase training to state of the art technology.
- 1d. To enhance access to higher education, adult training and the financial resource to accomplish the same.

2. Communication:

Goal

Provide information to assist in establishing networks and linkages between African American individuals and organizations in order to enhance communication and coordination.

Objectives:

- 2a. To conduct commission meetings, forums and annual events in key cities around the state.
- 2b. To solicit input from African Americans regarding issues of public policy and current events.
- 2c. To create a means by which the Commission and the African American community can recommend or provide input into the development of public policy and programs.
- 2d. To provide factual information to assist African Americans to become a more informed community.
- 2e. To develop a statewide printed news medium.

3. Economics/Business

Goal

Enhance African Americans' participation in entrepreneurship and economic development activities.

Objectives:

- 3a. To assist the state in improving opportunities for participation of minorities and women in state contracting across all contracting categories.
- 3b. To provide information, and assist in establishing linkages between the State and certified African American owned firms.
- 3c. To provide information to state agencies and the African American business community.
- ✓ 3d. To provide technical assistance to the African American business community.
- 3e. To provide information on current employment opportunities.
- 3f. To assist African American entrepreneur in accessing and utilizing technology to enhance economics opportunities.

4. Politics:

Goal

Assist African Americans in becoming more actively engaged and politically empowered at all levels of government.

Objectives:

- 4a. To increase African American voter participation.
- 4b. To enhance the effectiveness of the African American Legislative Day at the state level.
- 4c. To secure needed resources (financial, human, informational, etc.) through contributions, grants and endowments from external sources, to further implement programs.

5. Law/Justice:

Goal

Continue to monitor, study and research all levels of the criminal justice system and to seek equal and fair treatment for African Americans in Washington State.

Objectives:

- 5a. To provide follow-up studies to existing research projects.
- 5b. To identify issues and initiate studies/research on other areas of concern.
- 5c. To seek ways to implement youth advocacy and support programs.
- 5d. To communicate with key leaders from prisons, courts and law enforcement to voice concerns and to impact criminal justice policies affecting African Americans in Washington State.

6. Family:

Goal

Provide assistance to African American communities and organizations which endeavor to empower families.

Objectives:

- 6a. To hold family and youth forums throughout the state to disseminate information annually.
- 6b. To promote cultural awareness in our community.
- 6c. To emphasize elderly and youth issues and concerns.

7. Health Care:

Goal

Provide information about health care issues and assist African American communities and individuals seeking better access to services and resources at all levels.

Objectives:

- 7a. To inform the African American community on issues impacting health care.
- 7b. To work to increase the African American Community's access to health care.
- 7c. To monitor and report on the educational systems' impacts on African Americans.

PERFORMANCE MEASURES SUPPORTING MAJOR STRATEGIES:

Strategy #1. Research, develop & disseminate information...

Outcome Measure:

- Percent of readers reporting that information received from CAAA was useful.

Output Measures:

- Number of issues examined.
- Number of issues examined in which a report was produced.

Efficiency Measures:

- Cost per report produced.

Strategy #2. Advocate and influence policies...

Outcome Measure:

- Percent of decisionmakers and stakeholders reporting that key decisions were improved by CAAA involvement.
- Number of recommendations utilized.

Output Measures:

- Number of recommendations made.

Efficiency Measures:

- Number of recommendations made per FTE.

Strategy #3. Build and maintain alliances...

Outcome Measure:

- Percent of key entities reporting improved communications and relationships.

Output Measures:

- Number of key relationships established and/or maintained.
- Number of meetings with key entities.

Efficiency Measures:

- Number of alliances built and/or maintained per FTE.

Appraisal of External Environment

The Commission on African American Affairs in 1996 is at a crossroads. A major turn in the road took place in the 1992 Legislative Session with the Commission moving from an executive order to state statute. A further directional effort has been spurred by the request of the Governor and Legislature for a six year strategic plan to be presented in the 1997 Legislative Session. This scan is one element of the strategic planning process intended to inform policy decision and help direct ways in which the Commission proceeds, based on an understanding of the environment in which it operates. The strategic planning process presents an opportunity to step back and assess activities, needs, strengths and weakness.

In Washington State, African Americans represent approximately 3% of the population and 4% of the state's youth population. A brief examination of statewide indicators, illustrates that African American families and children are at-risk at a level disproportionate to their representation in the population:

- **More and more black children live in poverty.**
Between 1980 and 1990, the percent of black children in poverty increased from 24.7% to 29.6%. The percentage of black children in poverty is two and a half times greater than that of white children.
- **Few of our youth go on to higher education.**
In 1989, our students represented 2.1% of the total graduate and undergraduate enrollment in public and private institutions.
- **Too many of our youth drop out.**
In 1991-92, 13.6% of our youth enrolled in public schools dropped-out. This drop out rate is more than twice as high as the rate for white children.
- **Student educational achievement is poor.**
The median scores for African American students, on state-wide standardized tests, are 20% below the national average.
- **Too many of our babies are having babies.**
Birthrates among African American teens are three times those for white teens.
- **Our infants are more likely to die at birth.**
African American and Native American infants are more than twice as likely to die as white infants.
- **Domestic Violence is a part of too many relationships.**
30% of the families in domestic violence shelters in King County are African Americans.

- **Our adult men and women are over represented in the prison and jail populations.**

African Americans represent 19.6% of the state's male inmate population, 24.0% of the state's female inmate population and 13% of the total corrections population.

- **Too many of our youth are incarcerated.**

17% of the juveniles detained, or under court supervision are African American.

The Commission on African American Affairs is mandated by, state statute to improve public policy development for, and government service delivery to the African American community in Washington State. Toward that end, this environmental scan is intended to serve as a baseline research effort in support of the Commission strategic planning process. The external information compiled and presented in this scan provides a backdrop against which informed planning can take place...

Summary Schedule

- Priority 1. - Part-Time Secretary Position to Full-Time**
- Priority 2. - Publication and Reports.**
- Priority 3. - Create a Semiannual Newsletter.**
- Priority 4. - Annual African American Legislative Day.**
- Priority 5. - Annual African American Summit.**
- Priority 6. - Create a Web Page.**
- Priority 7. - 2 Commission Meetings East of the Mountains.**
- Priority 8. - 3 Youth Forums across the state.**

Narrative summary Overview of Decision Packages

The Commission's eight decision packages address the following: 1) **.3 FTE** 2) ***Publications and Reports*** 3) ***Create Semiannual Newsletters*** 4) ***Annual African American Legislative Day***. 5) ***Annual African American Summit*** 6) ***Create a Web Page*** 7) ***Two Commission Meetings East of the Mountain***. 8) ***Three Youth Forums***.

1. **.3 FTE** Part-Time Secretary Position to Full-Time. The Commission is requesting \$17,832 to facilitate this upgrade.
2. ***Publications and Reports*** the Commission is requesting \$36,000.00 to continue and build upon its work of gathering, centralizing, analyzing, disseminating data, developing public policy, legislation, and programs to ameliorate the crisis in the African American community.
3. ***Create a Semiannual Newsletters*** for the upcoming biennium to develop a Statewide printed news medium to assist African Americans in becoming a more informed community. The Commission is requesting \$7,280.00 to create this medium.
4. ***Annual African American Legislative Day***. to enhance African American participation with the political process. The Commission is requesting \$20,000.00 to facilitate these events.
5. ***Annual African American Summit*** to solicit input from African Americans across the state regarding issues of concern. The Commission is requesting \$20,000.00 to facilitate these events:
6. ***Create a Web Page*** for better usage of Internet technology in order to enable the Commission and the African American community to communicate more effectively. The Commission is requesting \$2,800.00 for initial start up cost and \$1,800.00 yearly thereafter for maintenance.
7. ***Two Commission Meetings*** in Eastern Washington to solicit, and enhance African American participation from those who reside East of the mountains. The Commission is requesting \$4,000.00 to facilitate these events.
8. ***Three Youth Forums*** across the state to communicate and listen to youth on issues of concern. The Commission is requesting \$11,600.00 to facilitate these events.